

**AC NOC Officials Meetings**  
**December 8-10, 2016**      **Ottawa, Delta Hotel**

**Thursday, December 8, 2016, 4pm, NOC only**

Present: Andrew Page, Scott MacDonald, Gilles Rochette, Colin MacAdam, Lloyd Howey,  
Angela Whyte, John Cull, Jane Edstrom  
Regrets: David Weicker (joining December 9)

1. Welcome

- Scott Macdonald welcomed group as well
- Scott reviewed some setbacks from the past year
  - (Staff reduction at AC, lack of progress with Working Groups)
- Scott highlighted that positive rating of Nationals increased from 54% in 2014 to 85% in 2016
- maintained current mentoring/upgrading system over the past year

2. Upgrading Meeting

- review of upgrading applications submitted
- 2 MB applications incomplete – both applications need to be re-submitted for Spring approval
  - Boudreau requires updated mentorship as 1<sup>st</sup> mentorship has expired (2005)
  - Murray just needs to submit completed application form

**Successful Upgrades December 2016:**

Christopher Baker	S4	AB	*April 2016
Bing Chu	HJ4	AB	
Simon MacKintosh	U5	AB	
Pat March	U5	AB	
Julie Miller	HJ4	AB	*April 2016
Ken Phillips	VJ4	AB	
Christine Rapp	T5	AB	
Michael Samson	T5	AB	
Howard Brandt	S5	BC	
Cheryl Elke	T5	BC	
Mark Freeland	T4	BC	
Jake Madderom	HJ4	BC	
Victor Rodriguez	VJ4	BC	*April 2016
Brian Thomson	SA4	BC	
Carl Cummings	T5	NB	
Ann Perry	PFCJ4	ON	*April 2016
Rene VanAndel	SA5	ON	

Marc Gilman            T4    PEI

Chantal Gauthier      U5    QC  
Roger Poirier          TR5   QC  
Gilles Rochette        S5    QC

Alan Brown            HJ5   SK  
Nancy Lamb            VJ4   SK

-QC Gooljar needed the credits calculated – *\*since done by QC BOC*

-SK Gilchrist needed the credits calculated – *\*since done by SK BOC*

### 3. Preview of Coaching E-Learning Material

-discussion of how it might relate to officiating

-Angela suggested that athletes might be able to assist with video footage of faults or other potential errors during a camp

### **Thursday, December 8, 2016, 7:30pm, NOC and BOC**

Branch Officials Chairs join the group:

Brian Thompson BC, Louise Buskas AB, Brenda O'Connor SK, Peter Hocking ON, Donna Harris MB, Cecile Lefebvre QC, Carl Cummings NB, George Stanoev NL, Scott Murray guest MB, Greg White Chair Branch Council

#### 1. Welcome

-Scott outlines AC personnel problems which has resulted in little business related to officials

-Andrew gives a personal bio

-introductions around the table

#### 2. Updates

-as mentioned earlier, survey results from Nationals went from 54% in 2014 to 85% in 2016

-the negative comments decreased significantly as well

-mentoring and upgrading, Ian Gordon and Jennifer Campbell assisting, there were at least 70 mentorships

-4 successful upgrade applications in the spring 2016

-23 applications in December 2016 – 21 approved

-2 Webinars (IAAF and IPC Rules) presented (Jane Edstrom and David Weicker)

-Core Competencies

-Coaching Education resources

-Jumps- example

-Directory – eventually online tracking systems (record cards) – priority to update\*\*\*\*

### 3. Preview of Coaching Online Learning for Grassroots Coach

- information, quizzes, videos, interactive
- what are some correlations with officiating

### 4. Core Competencies (BC Model)

- John gives an overview
  - Good document produced by BC on Requirements for Officials Advancement Level 1-3
- template of level 2 passport shared
  - Once completed, could be translated by Paul-David at AC office

### 5. Hot topics...identified through frequency mentioned:

- Upgrading Pathways & opportunities
- Recruiting strategies
- Interaction between office staff and National Officials Committee

## **Friday, December 9, 2016, 9am**

- David Weicker joins the group

### 1. Branch Reports

Manitoba- Donna Harris

- new official's committee under AM with executive director as chair
- sign up genius utilized for officials to sign up for meets
- recruited 6 new photo officials
- have field of play, results and photo categories for officials
- hosting Can Games, Youth/Legion Nationals and Tri Province this coming summer
- U of MB and Brandon facilities have had major face lifts
- working now on staffing officials for both large meets
- Scott Murray (MB) presents an excel online tracking system for upgrades.

Newfoundland - George Stanoev

- one indoor track with 200m oval
- limited opportunities for officials
- small number of officials
- challenges with recruiting
- would like national training materials for levels 1-3

## General Branch Concerns to be Presented to AC for Discussion:

A number of concerns were identified including:

- N/NC Credits
- Mentoring at National Championships
- Online Education
- Recognition
- Financial Support
- AC Staffing – Officials Support
- Officials Pathway
- Communication – Officials/ NOC/NOC / Website
  - Reorganization of NOC
  - Training of Clinicians and Mentors
  - Website update – Athlete Portal/Officials Portal
  - Level 1-3 Education Materials
  - Provincial Support

### Officials Pathway

- Where are we at with the Officials Pathway?
- We are developing good officials now. Do we need to change it?
- There is a bit of a consensus that maybe the system is not broken so maybe just tweak the system (remove some of the barriers without changing the content, update the way of conveying the information, no reason for long timelines)
- Where is or is there an Officials Pathway group?
- Including upgrading criteria
- There is some work being done by Donna from Manitoba, which will be shared?

### Mentor List/Process

- Is related to the Officials Pathway

### Level 1-3 educational materials/on-line education

- Branch Chairs (not Officials Branch Chairs)
- Is there interest from BOC's to have a consistent and National Level 1 – 3
- We did the same thing last year; maybe we need to just work on it ourselves
- It is recommended that there needs to be a task group or committee to deal with it
- It is recommended that we start with John Cull's paper which relates to core competencies and Officials Advancement
- Could we as a group send a letter to AC requesting they identify someone to work specifically with Officials

### Communication

- NOC has lost ground in a number of areas but most importantly is the lack of information provided to Officials
- Example – updating of the National Directory of Officials

## Reorganization of the responsibilities of the NOC

- Perhaps NOC should move back to VPs responsible
- Office staff will liaise and support each VP with their committee regularly
- NOC should establish portfolios such as: (volunteers)
  - Pathway & upgrade criteria - Lloyd
  - Communications, Recognition and Awards – David with Angela
  - Education and Clinic Development – John and Colin
  - Upgrade tracking and Directory – Gilles with Scott, Brenda and Serge Turgeon
  - Clinicians, Mentoring and Meet Assignments – Jane with David

Break for lunch 12:00

Gord Orlikow, Chair of Board shares major points of quad review:

- AC has come a long way in the past 4 years
- one surprise bronze medal in London, 5 in Moscow, to success of Rio with 6 medals
- high performance changed greatly – athletes must be in high performance centers and train or not get funding with two hubs
- emphasizes that all were responsible for the success of Rio
- need to identify the next generation of athletes and in a recruitment stage in para
- High performance and total program review
- comprehensive report resulted from extensive review
- Board accepted all of the recommendations from review committee
- needs improvement – officials' development at entry level, coaches' development, concern about the leadership in the sport, need for collaboration and shared vision
- Athletics is the #1 Summer Sport in Canada, just ahead of swimming
- officials were in the top 5 of the quad review, namely succession

## **Friday, December 9, 2016, 1:00**

Branch Reports Continued:

New Brunswick

- Busy year with 12 local meets including Espoir Meet in addition to local and provincial championships.
- As far as officials go, some are being lost to coaching and as Masters athletes.
- A lot of officials are thinking of retiring as they are getting older.
- They have an awards gala which is free to officials in addition to no membership fee.

NOTE some provinces charge for officials registration; free in Quebec and PEI (\$5.00 fee which is rebated back to the official; no charge for Alberta; in Manitoba it is \$25 per year; in Ontario the annual fee is \$20; in BC it is \$15.

Quebec

- Have rebuilt every Level 3 clinic and exams.
- Now they have had many more clinics as well as mentoring/evaluations, especially out of province.

- Recruiting is the same issue in Quebec as many of the provinces. FQA now pushing recruitment through clubs while the officials' committee is managing retention.
- Quebec completed a survey of officials and the biggest issue was for mentoring, not evaluation, but ongoing mentoring program (eg. After a formal evaluation).
- For "recognition" there is a person who is leading this area.
- Quebec is the only province to have a mentor that follows officials from Level 1 to 3. In addition to the mentorship, it adds to the social aspect of being an official.

NOTE it was noted that it is especially important for officials to get out of province experiences (partly to gain experience in English).

#### Ontario

- Have shared a lot with Quebec in terms of mentoring and upgrading through experiences between both provinces.
- It is still difficult to recruit, whether there is a fee or not.
- The Ontario officials committee meets in person and Conference Calls
- This year they have Nationals, Invictus Games and World Dwarf Games.
  - Name tag, Shirt, Jacket
- Other forms of recognition include travel for officials.
- Four national clinics this past year.
- They were lucking with Pan American Games as they were able to recruit 20+ but retention is the issue. Less than a dozen stayed active.
- Updated the Level 2 evaluation and basically following format as used in BC.

#### Saskatchewan

- New incentive program but want to survey officials to better understand needs.
- There were 11 indoor and an equal number of outdoor meets.
- More meets/officials in Saskatoon and a focus is to get more officials from Regina.
- A lot of mentorships for lower level officials.
- Trying to get a larger # of officials for major competitions in the next few years.

#### Alberta

- They have a special person who is taking on recruitment, which is having a really good impact on recruitment.
- They are looking at a special badge "Official in Training".
- They are also focusing on an organized mentoring program to work with Level 2 officials, using Level 3.
- The chair has a "Hopes, Dreams and Aspirations" program.
- Mentoring; they bring mentors in rather than send officials out. There was a lot of mentoring due to Nationals and other competitions.
- Recognition - Name tag, Shirt, Arm Bands, Weather Writer, Logo, clothing badge, etc.
- Having trouble sourcing navy pants or white jackets.
- Andrew from AC indicated that there is the potential to include officials kit (source the clothing each year).
- Recruiting has spiked this year as it is the post Olympics and other provinces should try the same thing...pushing the Olympics.

### British Columbia

- Brian Thomson presented a new program ([www.menti.com](http://www.menti.com)) (77 67 98)
- It was a very interactive process to identify the status of officials in terms of recruitment and workshops.
- They hold their Level one clinics during club practices. This way officials can practice some of the skills in a realistic setting. Often done in a station setting with a rotation every 15 or so minutes

### Prince Edward Island

- Officials work closely with neighboring provinces. Lots with Nova Scotia.
- Getting some good ideas on recruitment.
- Meets are expensive (eg. Entry fees for revenue versus \$50 fee for leaving the Island)

NOTE: officiating is such a social event and we need to play that up more

- What can we do about retention?
  - One-on-one recruitment and ongoing support (eg. Mentoring).
  - Year end or mid year social events.
  - The personal touch – calling about coming to a meet versus e-mailing.
  - For level 1 people give them some variety.
  - The social aspects are important. In one province in a specific city they do many things outside of track officiating.
  - Many provinces have “event coordinators” or “meet coordinators” or “zone coordinators”. In Saskatchewan they focus more on the event coordinators who also follow the specific officials progress.
  - In BC they use a generic name tag “BC Athletics Official”.

Concern from group on the timing of the meeting, could it be over a weekend?? This way there is less time away from work.

Adjournment 3:15pm